



DEPARTMENT OF THE ARMY
HEADQUARTERS BRIGADE
UNITED STATES ARMY NORTH ATLANTIC TREATY ORGANIZATION
UNIT 21420
APO AE 09705

REPLY TO
ATTENTION OF

ACRT

27 July 2006

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: US Army NATO Brigade (USANATO) Policy Letter #5, Fiscal Year 2006 (FY06)
Retention Program Policy

1. This memorandum announces the USANATO Brigade, FY06 Retention Program Policy. Command Retention objectives will be announced in a separate memorandum.
2. The goals of the USANATO Brigade, FY06 Retention Program emulate the Army's goals, and include the following specific objectives:
 - Reenlist high quality Soldiers consistent with Army needs and assigned objectives.
 - Support force stabilization initiatives and transformation to Units of Action.
 - Support force alignment objectives by reenlisting Soldiers out of overage into shortage MOSs.
 - Access quality Soldiers into Reserve Component Troop Program Units (TPUs).
 - Provide adequate referrals to the ROTC Green to Gold Program, U.S. Military Academy Preparatory School (USMAPS) and the Warrant Officer Candidate Program.
3. Precision management of the Army's Retention program and objectives in FY06 is essential to the Army's continued success in retaining a high quality force, improving MOS qualification, endstrength and readiness. By accomplishing our retention objectives, we assist in meeting worldwide requirements while shaping the future of the force. It is significant to remember retention in the Army is a privilege. Only those Soldiers who have demonstrated through their performance and manner of conduct, the potential for future development, will be offered the privilege of reenlistment.
4. Regular Army Reenlistments and Reserve Component Enlistments are significant events that demonstrate an individual's commitment to our nation. These ceremonies must be conducted professionally and in a manner meaningful to the Soldier. Commanders should use every means available to publicize the event and coordinate the ceremony in accordance with Appendix D of AR 601-280.
5. Commanders are encouraged to use the Bar to Reenlistment procedures outlined in AR 601-280 for Soldiers who cannot, or do not, measure up to the Standards of Reenlistment (para 8-2) but whose separation under other administrative procedures is not warranted at the time. The Bar to Reenlistment is not a punitive action but a rehabilitative tool.

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6. US Army NATO, Brigade mission management and awards:

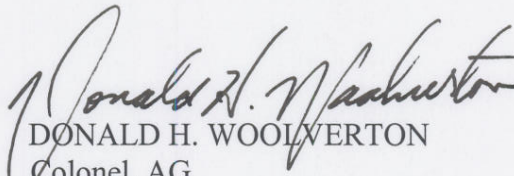
a. To be eligible for the annual USANATO Brigade award, subordinate commands missioned by this headquarters must achieve or exceed the assigned objective in each missioned category. Because of continued concerns over end strength and our small Reserve Component (RC) market, the RC missions should receive high priority.

b. Commanders at all levels are encouraged to establish additional incentives that enhance attainment of USANATO Brigade and HQDA goals.

c. Commanders should encourage Soldiers in an over-strength MOS or balanced MOS, with little or no promotion opportunity, to reclassify into a shortage MOS, increasing their chances for promotion and increasing the Army's readiness.

7. Our Retention program has been successful due to the involvement by Commanders, Leaders, and Career Counselors at all levels. FY06 will present renewed challenges, as our Army continues to meet global commitments. It is essential that leaders keep Soldiers informed of changes as they develop, eliminate unfounded rumors, and continue to assure Soldiers that an Army career, whether Active or Reserve Component, is a fulfilling one.

8. The USANATO Brigade point of contact is MSG Aulbach at DSN 423-4338.


DONALD H. WOOLVERTON
Colonel, AG
Commanding

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